

DOCUMENT RESUME

ED 453 852

JC 010 404

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TITLE Faculty Salaries in Alberta's Colleges & Institutes, 1993 to 2000.
INSTITUTION Alberta Colleges and Institutes Faculties Association, Edmonton.
PUB DATE 2001-04-00
NOTE 7p.
AVAILABLE FROM Alberta Colleges & Institutes Faculties Association, #412 10357 109th St., Edmonton, Alberta T5J 1N3 Canada. Tel: 780-423-4440. For full text: <http://www.gmcc.ab.ca/acifa/public.htm>.
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *College Faculty; Degrees (Academic); Faculty College Relationship; Higher Education; *Salaries; School Personnel; *Teacher Salaries
IDENTIFIERS *Canada

ABSTRACT

This report outlines changes in salaries earned by full-time, permanent faculty members at Alberta's public colleges and technical institutes between September 1993 and September 2000. The Colleges Act and Technical Institutes Act create academic staff associations at each institution and mandate each institution's Board of Governors to negotiate a collective agreement with their association. For each credential, the average minimum, mean, and maximum salaries province-wide were calculated. The effect of inflation was controlled for by converting these averages into real-collars with a base year of 2000. Faculty holding doctoral degrees saw their real-dollar mean salary decline by 5%--from \$58,364 in 1993 to \$55,612 in 2000. Faculty holding a master's degree saw their real-dollar mean salary decline by 6%--from \$53,623 in 1993 to \$50,652 in 2000. Faculty holding a bachelor's degree saw their real-dollar mean salary decline by 4%--from \$48,052 in 1993 to \$46,107 in 2000. Faculty holding a single journeyman's certificate saw their real-dollar mean salary increase by 2% between 1997 and 2000 from \$42,865 to \$43,672. The sharpest decline in the average real-dollar mean salaries for college and institute instructors occurred immediately following a three-year 21% reduction in government funding that began in 1994. (JA)

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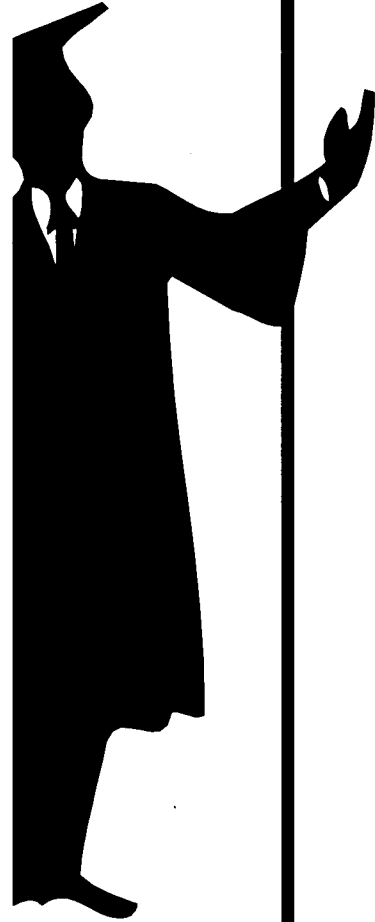
FACULTY SALARIES

in ALBERTA'S COLLEGES & INSTITUTES

1993 to 2000

Bob Barnettson

April 2001



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Faculties Association

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Serving college and technical institute faculty

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INTRODUCTION

This report outlines changes in the salary earned by full-time, permanent faculty members in Alberta's public colleges and technical institutes between September 1993 and September 2000. As outlined in Table 1, the average real-dollar salary earned by faculty members declined between 1993 and 2000. Tables 2 through 5 provide additional data about the salaries earned by faculty based upon the credential they hold.

METHODOLOGY

The purpose of this report is document changes in the earnings of Alberta's college and institute faculty between 1993 and 2000. The salary data used in this report is drawn from each institution's collective agreement. This data set is available at www.gmcc.ab.ca/acifa and will be updated regularly.

Alberta's college and institute sector

Alberta's college sector comprises 16 two-year colleges and 2 technical institutes. The *Colleges Act* and *Technical Institutes Act* create academic staff associations at each institution and mandate each institution's Board of Governors to negotiate a collective agreement with their association. There have been several changes in the composition of Alberta's college and institute sector system since 1993. In 1997, four government-operate vocational colleges became board governed. Salary data for these new colleges (Bow Valley, NorQuest, Northern Lakes and Portage Colleges) is included beginning in 1997 when available. In 2000, Alberta College became a public college. Salary data for Alberta College has been excluded because it is expected that the college will be merged with one or more other institutions in the near future.

Comparing salary grids

It is difficult to compare salary levels between institutions due to variations in the structure of the salary grids. In general, salary is based upon the credential held by a faculty member and that faculty member's years of service. Variations in grid structures tend to centre on which credentials are recognized, how credentials are grouped together and the number of years of service that are recognized. These difficulty are surmounted by comparing the salary earned by faculty members holding one of four credentials.

For each credential, the average minimum, mean and maximum salaries province-wide were calculated. The effect of inflation was controlled for by converting these averages into real-dollars with a base-year of 2000. The salary data reported is for full-time, permanent faculty members. The salary data in this report does not apply to the large number of faculty members who hold part-time and/or limited-term appointments. Also of note is that the salaries reported do not include the dollar value of benefits packages. The additional dollar value of benefits for full-time, permanent faculty is approximately 15% of the salary paid.

RESULTS

The average mean real-dollar salary earned by faculty members declined between 1993 and 2000. Specifically, faculty holding doctoral degrees saw their real-dollar mean salary decline by 4.72%—from \$58,364 in 1993 to \$55,612 in 2000. Faculty holding a master's degree saw their real-dollar mean salary decline by 5.54%—from \$53,623 in 1993 to \$50,652 in 2000. Faculty holding a bachelor's degree saw their real-dollar mean salary decline by 4.05%—from \$48,052 in 1993 to \$46,107 in 2000. Faculty holding a single journeyman's certificate saw their real-dollar mean salary increase by 1.88% between 1997 and 2000—from \$42,865 to \$43,672. Salary data for journeyman

salaries prior to 1997 is not available but it is expected that it too would trend downward from 1993 to 1995 and then begin to slowly move back up.

Table 2 presents more detailed information on the salary earned between 1993 and 2000 by faculty members holding a doctoral degree. In 1993, the provincial average minimum, mean and maximum salaries earned by a faculty member holding a doctoral degree were \$40,098,

\$50,314 and \$60,529 respectively. When converted to real dollars with the year 2000 as the base year, the provincial average minimum, mean and maximum salaries become \$46,514, \$58,364 and \$70,714 respectively. By comparison,

the provincial average minimum, median and maximum salaries for 2000 were \$44,314, \$55,612 and \$66,909 respectively. This represents a -4.72% loss in real-dollar mean salary between 1993 and 2000 for faculty holding a doctoral degree.

Table 3 presents more detailed information on the salary earned between 1993 and 2000 by faculty members holding a master's degree. In 1993, the provincial av-

Table 1. Average mean real-dollar college and institute faculty salaries, 1993 to 2000

Year	Doctoral Degree	Master's Degree	Bachelor's Degree	Journeyman's Certificate
1993/94	\$ 58,364	\$ 53,623	\$ 48,052	\$ na
1995/96	54,391	49,749	43,141	na
1997/98	53,967	49,754	44,901	42,865
1999/00	55,446	51,109	45,991	43,878
2000/01	55,612	50,652	46,107	43,672
% Change 1993-2000	- 4.72%	- 5.54%	- 4.05%	na

Note: Base year is 2000

Table 2. Minimum, mean and maximum average salary for faculty holding a PhD, 1993 to 2000.

Year	Minimum (nominal \$)	Minimum (real\$)	Mean (nominal\$)	Mean (real\$)	Maximum (nominal\$)	Maximum (real\$)
1993/94	\$ 40,098	\$ 46,514	\$ 50,314	\$ 58,364	\$ 60,529	\$ 70,714
1995/97	38,726	43,296	48,650	54,391	58,574	65,486
1997/98	40,114	42,962	50,389	53,967	60,663	64,970
1999/00	42,627	44,119	53,571	55,446	64,514	66,772
2000/01	44,314	44,314	55,612	55,612	66,909	66,909
Change 1993-2000	\$ 4,216	\$ (2,200)	\$ 5,298	\$ (2,752)	\$ 6,380	\$ (3,805)
% change 1993-2000	+ 10.51	-4.73	+ 10.53	- 4.72	+10.54	- 5.38

Note: Real dollars use 2000 as the base year.

average minimum, mean and maximum salaries earned by a faculty member holding a master's degree were \$36,545, \$46,227 and \$55,908 respectively. When converted to real dollars with the year 2000 as the base year, the provincial average minimum, mean and maximum salaries become \$42,392, \$53,623 and \$64,853 respectively. By comparison, the provincial average minimum, median and maximum salaries for 2000 were \$39,994, \$50,652 and \$61,310 respectively. This represents a 5.54% loss in real-dollar mean salary between 1993 and 2000 for faculty holding a master's degree.

Table 2. Minimum, mean and maximum average salary for faculty holding a master's degree.

Year	Minimum (nominal \$)	Minimum (real\$)	Mean (nominal\$)	Mean (real\$)	Maximum (nominal\$)	Maximum (real\$)
1993/94	\$ 36,545	\$ 42,392	\$ 46,227	\$ 53,623	\$ 55,908	\$ 64,853
1995/97	35,124	39,269	44,498	49,749	53,872	60,229
1997/98	36,607	39,206	46,456	49,754	56,305	60,303
1999/00	38,888	40,249	49,381	51,109	59,873	61,969
2000/01	39,994	39,994	50,652	50,652	61,310	61,310
Change 1993-2000	\$ 3,449	\$ (2,398)	\$ 4,425	\$ (2,971)	\$ 5,402	\$ (3,542)
% change 1993-2000	+ 9.44	- 5.66	+ 9.57	- 5.54	+ 9.66	- 5.46

Note: Real dollars use 2000 as the base year.

Table 4 presents more detailed information on the salary earned between 1993 and 2000 by faculty members holding a bachelor's degree. In 1993, the provincial average minimum, mean and maximum salaries earned by a faculty member holding a bachelor's degree were \$32,240, \$41,424 and \$50,609 respectively. When converted to real dollars with the year 2000 as the base year, the provincial average minimum, mean and maximum salaries become \$35,980, \$48,052 and \$56,480 respectively. By comparison, the provincial average minimum, median and maximum salaries for 2000 were \$36,054, \$46,107 and \$56,160 respectively. This represents a 4.05% loss in real-dollar mean salary between 1993 and 2000 for faculty holding a bachelor's degree.

Table 2. Minimum, mean and maximum average salary for faculty holding a bachelor's degree.

Year	Minimum (nominal \$)	Minimum (real\$)	Mean (nominal\$)	Mean (real\$)	Maximum (nominal\$)	Maximum (real\$)
1993/94	\$ 32,240	\$ 35,980	\$ 41,424	\$ 48,052	\$ 50,609	\$ 56,480
1995/97	31,329	35,026	38,588	43,141	45,847	51,257
1997/98	33,816	36,217	41,924	44,901	50,031	53,583
1999/00	34,664	35,877	44,436	45,991	54,207	56,104
2000/01	36,054	36,054	46,107	46,107	56,160	56,160
Change 1993-2000	\$ 3,814	\$ 74	\$ 4,683	\$ (1,945)	\$ 5,551	\$ 320
% change 1993-2000	+ 11.83	+ 0.002	+ 11.31	- 4.05	+ 10.97	+ 0.57

Note: Real dollars use 2000 as the base year.

Table 5 presents more detailed information on the salary earned between 1997 and 2000 by faculty members holding a journeyman's certificate. Data prior to 1997 was not available. In 1997, the provincial average minimum, mean and maximum salaries earned by a faculty member holding a journeyman's certificate were \$31,860, \$40,023 and \$48,186 respectively. When converted to real dollars with the year 2000 as the base year,

the provincial average minimum, mean and maximum salaries become \$34,122, \$42,865 and \$51,607 respectively. By comparison, the provincial average minimum, median and maximum salaries for 2000 were \$34,686, \$43,672 and \$52,658 respectively. This represents a 1.88% gain in real-dollar mean salary between 1997 and 2000 for faculty holding a journeyman's certificate.

CONCLUSIONS

As demonstrated, provincial average real-dollar mean salaries for college and institute instructors declined between 1993 and 2000. The sharpest decline occurred immediately following a three-year 21% reduction in government funding (and a mandated 5% salary rollback) that began in 1994. Although real-dollar salaries have subsequently increased, they have not yet recovered to 1993 levels.

The erosion of faculty member's purchasing power makes recruiting and retaining faculty difficult. This difficulty is exacerbated by a demand for PhD trained faculty in the university sector and for tradespeople and managers in Alberta's booming

economy. Further impeding recruitment and retention is the growing reliance of institutions upon part-time and limited-term appointments.

Addressing issues of recruitment and retention is necessary because (1) the echo boom will increase demand for post-secondary spaces (and ergo for faculty) and (2) 40% of Alberta's full-time college and institute faculty are aged 50 or over. Recent government funding announcements related to faculty recruitment and retention have focused mainly on university faculty.

Table 2. Minimum, mean and maximum average salary for faculty holding a journeyman's ticket

Year	Minimum (nominal \$)	Minimum (real\$)	Mean (nominal\$)	Mean (real\$)	Maximum (nominal\$)	Maximum (real\$)
1997/98	\$ 31,860	\$ 34,122	\$ 40,023	\$ 42,865	\$ 48,186	\$ 51,607
1999/00	33,650	34,828	42,394	43,878	51,138	52,928
2000/01	34,686	34,686	43,672	43,672	52,658	52,658
Change 1993-2000	\$ 2,826	\$ 564	\$ 3,649	\$ 807	\$ 4,472	\$ 1,051
% change 1997-2000	+ 8.87	+ 1.65	+ 9.12	+ 1.88	+ 9.28	+ 2.04
Note:	Real dollars use 2000 as the base year.					

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